

Change Circle Diagnostic

The Church Cube: Height = spiritual passion, breadth = mission, depth = communal love
 Time = transition, we pass through it without being able to change it.

Area of concern:	Critical Questions	Actions:
1) Transition		
Transition (History)	1) How have previous pastoral changes gone? 2) What traumas or unhealed hurts linger in people's minds? 3) Are people overly anxious or risk adverse? 4) Is there a 'golden era' that people point back to? 5) Does the church seem to have secrets or a reluctance to work transparently?	<ul style="list-style-type: none"> • Utilize transitional expert /interim minister. • Study: Church Transition Workbook • Implement a period of transition • Schedule interviews (engage in active listening) Construct a congregational timeline for display and feedback <ul style="list-style-type: none"> • Bring in a conflict resolution expert • Study David's Harp
Congregational Size	1) Do people use the "we're just a little church" excuse? 2) Is the organizational structure of the church inappropriate for its size?	<ul style="list-style-type: none"> • Study Holy Places, Small Spaces • Explore shared ministries based upon identity and shared mission
2) Authenticity		
Spiritual Passion (Height)	1) Do the people believe that the Bible is still relevant and give scripture an honored place in their church life? 2) Do people expect their prayers to be answered and value their prayer time together? 3) Are the people reluctant to invite others to their church or to speak about their faith? 4) Has worship become disconnected from the emotional meaning of its content?	<ul style="list-style-type: none"> • Name the problem. • Implement study of Ezekiel's Bones • Dialogue with the pastoral staff and key leaders about their own spiritual condition (see burnout below).

Mission (Breadth)	<p>1) How would this community be different if this church never existed?</p> <p>2) What has this church done for those outside lately?</p>	<ul style="list-style-type: none"> • Encourage the church to discern where God is at work in their community and seek to partner in God's mission. • Study Jonah's Whale
Community (Depth)	<p>1) Are there small group gatherings where people express a real concern for each other?</p> <p>2) Are church leaders valuing the relational component of their tasks?</p> <p>3) Is fellowship (and fun) a regular component of the church's monthly programming?</p>	<ul style="list-style-type: none"> • Study Jesus' New Command • Strengthen small groups • Initiate some 'just for fun' fellowship programs
2) Asset Reassignment		
Rabbits	<p>1) Has the church become disconnected from its neighborhood?</p> <p>2) Does your organizational structure encourage new ideas to be considered?</p> <p>3) Which facilities no longer seem to fit what the church is trying to do?</p>	<ul style="list-style-type: none"> • Implement a pilot group to study how current assets relate to the 'hungry people' your church hopes to reach. • Do a SWOT diagram for each church asset • Study Saul's Armor
Leadership burnout	<p>1) What motivates continued service?</p> <p>-- guilt? -- tradition?</p>	<ul style="list-style-type: none"> • Model appropriate boundaries. • Utilize Sabbath and retreat time • Be transparent about what excites you • Study Peter's Boat
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